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12-31-1998 Ø2:15PM FRC

Case 1:01-cv-00725-YK

Document 102-11

Filed 01/29/2004

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Low Offices of
DEBRA K. WALLET
24 N. 32nd STREET
CAMP HILL, PA 17011

PHONE: (717) 737-1300

FAX: (717) 761-5319

December 31, 1998 (BY FAX)

Howard Gurmankin, Investigator
U.S. Equal Employment Opportunity Commission
The Bourse, Suite 400
21 S. Fifth Street
Philadelphia, PA 19106-2515

Re: Barbara E. Varner, Docket 170981689

## Dear Mr. Gurmankin:

As a follow-up to our conversation regarding your recommendation of dismissal of my client's charge against Cumberland County, I am sending you a number of documents provided by my client to substantiate that she is paid by the county, she has been issued a county i.d. badge, she receives a Cumberland County Employe Performance Review, and she has been given a County Personnel Policy Manual to follow.

Consequently, I believe that there is a serious question about who is the employer here. Under the circumstances, the dismissal of the charge is inappropriate. If the employer needs to be clarified, that can certainly be done, if necessary, after investigation. My client has waited so very long on this matter that she should not have to start the process again.

Please call me if you have questions or if I can assist in any way.

Sincerely yours,

Debat. when

Debra K. Wallet

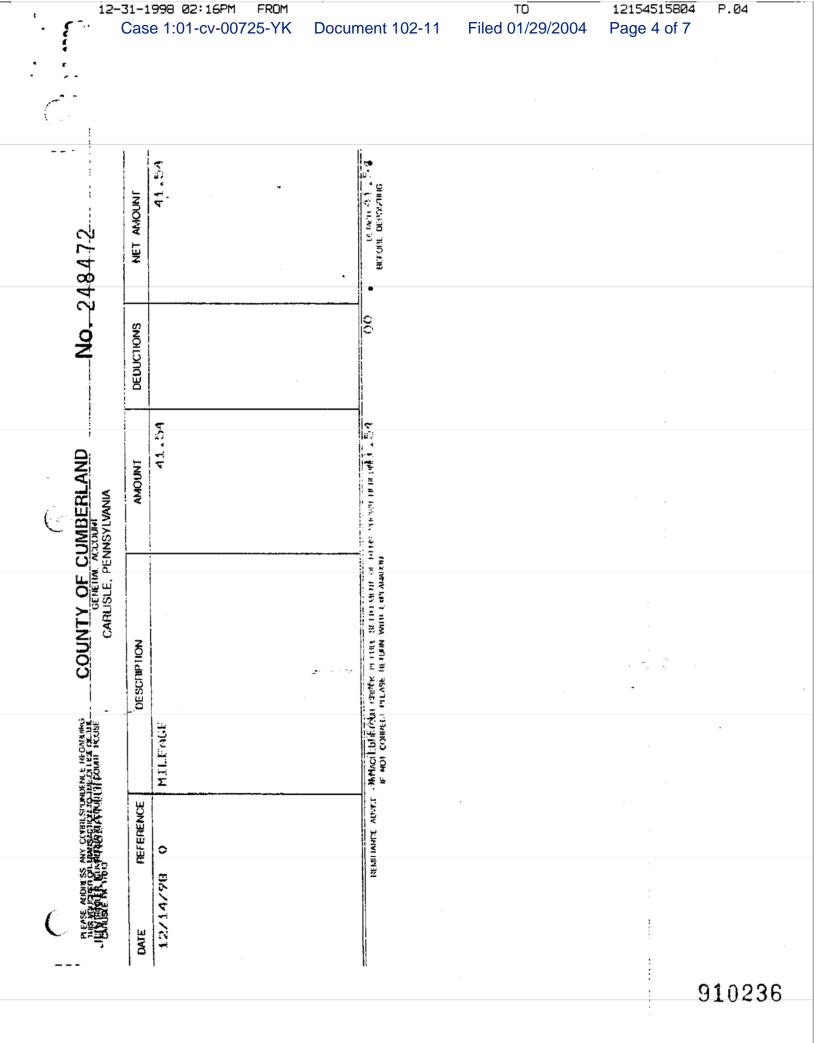
DKW/s

Encl. (4)

cc: Barbara E. Varner

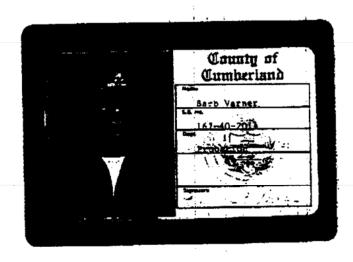
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Description of Chargemand Consequents of the Probation Officer Probation Officer Population Officer Populati

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Case 1:01-cv-00725-YK <u>Document 10</u>	2-11 Filed 01/29/2004	Page 6 of 7		
TYPE REPORT  ALL INFORMATION  TYPE REPORT  ALL INFORMATION	PROBATIONARY	INTERIM		
EMPLOYE NAME  BARBARA VARNER	FUNDING AGENCY	EMPLOYE SOCIAL SECURITY #		
CLASS TITLE PROBATION OFFICER I	SUPERVISOR NON-SUPERVISOR	STATUS CIVIL SERVICE NCS		
ORGANIZATION	RATING PERIOD			
FROM TO 12/04/96				
1	OKSTHEOGODOSSEE TO BE			
Verify/Complete General Information. Indica supervisor.				
Review the employe's job description for the (expectations/objectives/duties), to ensure app job assignments and standards which have be cycle. Update the job description and essential ladients when you conveyed job standards to	raisal relates to the specific respondence conveyed to the employe for the job functions for the next rating	onsibilities, he rating ng cycle.		
Indicate when you conveyed job standards to the employe and when progress review(s) was conducted.				
Base the appraisal on the employe's performance during the entire review period, not isolated incidents or performance prior to current review period.				
The comments sections should be used to: su areas and provide guidance to employes on he MUST be provided for outstanding, needs im highly recommended for all other ratings. (A IF NEEDED.)	ow to improve performance. Con provement and unsatisfactory rat	nments tings, but are		
THE PERSONNELS OF THE PERSONNELS	real/Coreover(080 me			
Outstanding: Results are achieved on a consistent	basis and significantly surpass jo	ob standards.		
Commendable: The employe clearly exceeds job sta initiative and quality of work.	ndards on a regular basis and de	monstrates a high degree of		
Satisfactory: The employe meets the standards of	the employe's job in a fully adec	quate manner.		
Needs The employe meets many of the star	adards of the employe's job in a	satisfactory manner.		
Unsatisfactory: Excessive performance deficiencies	exist and must be corrected.	i		
CERTAIN THE PARTY OF THE PARTY	FRAUNCED FUNGERONS CO.			
1. Performance standards (objectives, duties, expectation employe on 18 16 5 (date(s)	s, etc.) for this rating period wer	re conveyed to		
2. Progress Review(s) was conducted on gla quality	(at least one during rating cy	cle)		

12-31-1998 02:17PM

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P.07

**CUMBERLAND COUNTY** 

PERSONNEL POLICY MANUAL

